

**ESTABLISHING 2023 COMPENSATION AND BENEFITS FOR
NON-REPRESENTED COUNTY EMPLOYEES**

WHEREAS it is the responsibility of the Board of Skagit County Commissioners to establish the compensation and benefits package for Skagit County non-represented employees; and

WHEREAS it is the responsibility of the Board of Skagit County Commissioners to establish annual funding for County provided benefits and the County's self-funded health plans (Standard Medical Plan (SMP500), HDPD/HSA, Vision and Dental); and

WHEREAS the 2022 preliminary actuarial review of the County's self-funded health plans has determined that no increase over the 2022 actual premium will be necessary in 2023 to cover projected expenses of the self-funded plans; and

WHEREAS the Board has made it a priority to attain a cost-share split with employees of 80% employer-paid and 20% employee-paid medical plan; and

WHEREAS the Board must ensure long term sustainability of adequate reserves in compliance with WAC 200-110-040; and

WHEREAS the Board wishes to continue to provide a robust employee benefit package which addresses the needs of employees while maintaining fiscal responsibility; and

WHEREAS the Board wishes to evaluate and compare the current benefits, plan design and employee contribution to other competitive options that will provide continued long-term sustainability of benefits. Further, the Board wishes to evaluate options for a sustainable and automatic cost split between the County and plan members after this review; and

WHEREAS the Board of Skagit County Commissioners wishes to continue the compensation philosophy of maintaining equitable compensation levels across County positions and between represented and non-represented employees; and

WHEREAS most represented employees received a 3% wage adjustment in 2023.

NOW THEREFORE BE IT RESOLVED that effective January 1, 2023 non represented employee benefits are as follows:

1. All non-represented employee wage schedules (excluding Elected Officials and appointed Court Commissioners) shall be increased by 3%, effective January 1, 2023.
2. The 2023 premiums for the County's self-funded health plans (SMP500, High Deductible Health Plan (HDHP), Vision, & Dental) shall be set at a monthly composite rate of \$1,686 per benefited employee with the intent of using the medical insurance sub-fund to offset additional funding costs.

3. Standard Medical Plan (SMP500)

- a. Full time employees on a SMP500 plan will pay \$35.00 per pay period.
- b. Dependent children of full-time employees will be covered at no cost to the employee.
- c. Employees who enroll their spouse or domestic partner in the SMP500 will pay \$65 per pay period. If both spouses are employees of the County then no spousal surcharge will be imposed.
- d. There are no changes to SMP500 medical benefits in 2023.

4. High Deductible Health Plan (HDHP)

- a. Full time employees on the High Deductible Health Plan (HDHP) will be covered at no cost to the employee.
- b. Dependent children of full-time employees will be covered at no cost to the employee.
- c. Employees who enroll their spouse or domestic partner in the High Deductible Health Plan will have no spousal surcharge.
- d. A Health Savings Account (HSA) in conjunction with a High Deductible Health Plan (HDHP) shall continue to be offered to benefit eligible employees. The County will fund one-half (50%) of the employee's annual HDHP deductible in the employee's HSA.
- e. There are no changes to HDHP medical benefits in 2023

5. Vision and Dental

- a. Full time employees will have access to vision and dental coverage for themselves, their spouse or domestic partner and/or dependent children at no cost to the employee.
- b. There are no changes to the vision or dental benefits in 2023.

6. Employees who work less than full time will pay a pro-rated share of the monthly composite rate based on hours worked in addition to paying the spousal surcharge.

7. Health coverage payments, if applicable, will be deducted from the employee's paycheck on a pre-tax basis as available.

8. All employees will have access to an Employee Assistance Plan regardless of their benefit eligibility status.

9. Benefit eligible employees will continue to be provided a Basic Life Insurance and AD&D policy by the County. Employee's Life Insurance Coverage shall be maintained at \$25,000. Coverage for dependents and spouses shall be maintained at \$1,000.

10. Benefit eligible employees will continue to receive a Long-Term Disability policy provided by the County at 50% of compensation within applicable policy limitations.

11. Benefit eligible employees will continue to have access to voluntary benefits provided by third party vendors, paid by the employee through payroll deductions.

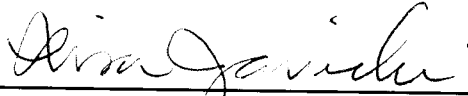
12. Superior Court Judges are not provided medical insurance by the County.

IN TESTIMONY WHEREOF WE HEREUNTO SET OUR HAND AND AFFIX THE SEAL OF OUR OFFICE THIS 9 DAY OF January, 2023.

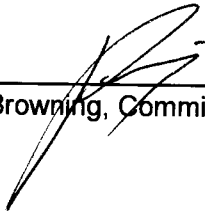
BOARD OF COUNTY COMMISSIONERS
SKAGIT COUNTY, WASHINGTON

ABSENT

Ron Wesen, Chair



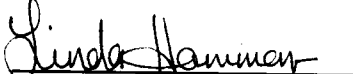
Lisa Janicki, Commissioner



Peter Browning, Commissioner



Attest:


Clerk of the Board